

GCMRC Sandbar Photography of the 2012 and 2013 HFEs



We would like to share with you some amazing work by the Grand Canyon Monitoring and Research Center (GCMRC). GCMRC now has available online before and after photography showing changes at selected sandbar monitoring sites along the Colorado River in Marble Canyon and Grand Canyon from both the 2012 and 2013 High Flow Experiments (HFEs).

Please take some time to explore these impressive images at the links below, and I think you'll agree that GCMRC's efforts to make their work available online, practically in real time, are truly incredible.

2012 HFE: <http://www.gcmrc.gov/gis/sandbartour2012/index.html?>

2013 HFE: <http://www.gcmrc.gov/gis/sandbartour2013/index.html>



As a reminder, we will be exploring in depth the early results of the 2013 HFE, as well all the other great work the program has been doing over the last year, at the Glen Canyon Dam Adaptive Management Program's Annual Reporting Meeting January 28-29, 2014 at the Arizona Department of Water Resources (ADWR), Verde Room, in Phoenix, Arizona. We will also hold a Technical Work Group Meeting that week at ADWR on January 30. More information and materials will be sent to you and made available on the [GCDAMP website](#) as it becomes available.

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Bureau of Reclamation



Taiwanese Engineers Visit to Echo Reservoir



By Mike Talbot
Resident Engineer
Provo Area Office

On November 4, 2013, an eight member delegation of engineers from Taiwan visited the Echo Dam project as part of a two-week visit to the United States. The team was led by Tom Hepler from the Denver office of Reclamation.

The team arrived on site about 10:00 am and were briefed by the resident engineer Mike Talbot, from Reclamations Provo Area Office. After a lengthy explanation and discussion of the drawings and project features the group was shown the newly constructed berm on the downstream side of the dam, and the spillway work from the stilling basin area below.

When the groups questions had been answered they were taken up onto the crest of the dam where the spillway work could be observed from above, and the newly constructed embankment, upstream berm, and crest could be observed and discussed.

After about 90 minutes the delegation departed the site en route to Upper Stillwater Dam.

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Reclamation Visits Salt Lake City's Granger High School Latinos in Action



Reclamation Civil Engineer, Robert Henrie explains the four common types of dams to Granger High School students

"Engaging with America's youth helps lay the foundation for the next generation of our nation's stewards, scientists, business leaders, teachers, and others who will understand the key role that national parks and public lands and waters play in conservation and preservation of our nation's treasures." –

Sally Jewell, Secretary of the Department of the Interior

On December 2, federal agency professionals teamed up with Granger High School's Latinos in Action (GHSLIA) organization to introduce engineering and archaeology. Stacey Smith and Robert Henrie from Reclamation's Upper Colorado Regional Office joined Sandi Martinez, Kelly Rigby, and Jeanette Shackelford from the Utah Bureau of Land Management (BLM) to present three unique science-based, hands-on activities.



The (GHSLIA) is one of Granger High School's largest clubs, and the presentations were attended by approximately 50 Latino students. Stacey Smith started by welcoming the students, introducing the presenters, and talking about Reclamation's history. He emphasized the importance of thinking outside the box and encouraged the students to pursue a college education and proactively working to reach goals. Jeanette Shackelford then introduced the BLM and the exciting work programs and learning opportunities that are available there, after which the students were divided into three their groups. One group participated in the Reclamation presentation and the other groups attended demonstrations from BLM employees.

Reclamation's presentation included a dam engineering activity that aligns with the Department of the Interior's Science, Technology, Engineering, and Math (STEM) program. The students have to think outside the box as they design and construct their own dams, which are later tested by the instructors.

The UC Regional Office specialists described how environmentally friendly engineering structures are designed and identified four common types of dams. Following the oral discussion, Reclamation's presentation included a hands-on dam building activity that aligns with the Department of the Interior's Science, Technology, Engineering, and Math (STEM) program. The instructors separated the students into multiple teams and gave each team a large plastic box that contained a 3-sided tub where each team would build their own dam. The boxes also contained sand, gravel, clay, and multiple miscellaneous materials that could be used at the team's discretion to plan and construct the dam. The teams enthusiastically got to work. At least one team had a lively discussion among its members with debate about the best way to accomplish the task, which commonly occurs between professionals during the design of real dams. Each team was deliberate in their approach and the Reclamation presenters were impressed with the insightful questions, discussions, and construction work among the students.

Once the dams were built, the group gathered to discuss each dam and pour water into the tub "reservoir" behind the dam to test whether it would succeed in holding back the water...

Jeanette Shackelford (BLM) taught the students about Utah archaeology, applying the scientific method of assessing prehistoric sites, and artifact analysis. She used materials and lessons from BLM's new Fremont Archaeology discovery trunk. The trunk contains artifact replicas, videos, and worksheets for youth of all ages. The lessons all support the Utah State Office of Education's core curriculum and competencies.

Additionally, the agency professionals shared information about federal careers with the students while emphasizing the importance of a college education. They also promoted the 2014 Nature High Summer Camp, one of Utah's flagship natural science education programs, and a several students snagged brochures after the presentation.

This isn't the first time BOR, BLM, and GHSLIA partnered up to engage and educate diverse youth. In 2013 they helped implement an American Indian Day Camp for urban Native American students in Salt Lake City Utah.

Photos below



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Everyone helps out on the project



Testing and releasing water from model dam



Students test their model dam for strength



Student interpret a Fremont archaeology site artifact



Students make minor repairs to a model dam



Students grinding corn using a Mano and Metate

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Engineering-News Record Presents the Horsethief Canyon Native Fish Facility with a Water/Environment Best Project Award



On October 30, 2013, Engineering-News Record presented Kissner General Contractors Inc. with the 2013 Water/Environment Best Project Award for the State of Colorado for the construction of Horsethief Canyon Native Fish Facility. The facility is located just outside of Fruita, Colo. and is part of the Upper Colorado River Endangered Fish Recovery Program and the San Juan River Basin Recovery Implementation Program. The facility houses numerous grow-out ponds that are used for holding and rearing endangered Colorado River fish.



The facility was designed by Kevin Moran of the Western Colorado Area Office in Grand Junction, Colo. A total of 22 ponds were constructed by Kissner General Contractors Inc., of Cedaredge, Colo. The ponds range in size from 0.1 to 0.5 acres. Combined, there are a total of approximately 6.2 acres of ponds; between five and six feet deep. The ponds were all lined by H&H Environmental, Grand Junction, Colo. with a geomembrane fabric to reduce seepage. Concrete structures were constructed by Mays Concrete, Grand Junction, Colo.

When asked about the project, Mark Wernke, Chief of Design and Construction said, “One of the most challenging parts of this project for the contractor was to safely construct the 1,000 foot-long infiltration gallery that provides water to the facility. The infiltration gallery’s pipes are only 40 to 50 feet from the edge of the Colorado River at a depth of 30-feet below the original ground surface”.

The need for the grow-out ponds was identified through the recovery programs to ensure the success of fish reproduction and genetic monitoring efforts. Construction of the fish facilities cost \$5.3 million and was funded by the recovery programs to hold and rear endangered razorback sucker, Colorado pikeminnow, and potentially bonytail and humpback chub.

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Thoughts from the Front Office

Let me start with a few holiday hopes and wishes. This is a great time of year and I hope that you are all enjoying the season. I hope you are finding time to spend with family, friends, and loved ones. If you have annual leave scheduled around the holidays I hope that the time away from work gives you a break from the daily routine of work allowing you to recharge your battery.

Earlier this month we held a meeting with the regional leadership. Managers from across the region were asked to present their planned program for the fiscal year. Emphasis was placed on activities that would result in an obligation of federal funds either through an acquisition of goods or services, an agreement with another governmental entity, or a property investment. Each manager did a great job in presenting the planned work in their respective areas of responsibility. It is a significant amount of work that is planned for the region this year. We realize that the work that was identified only partially reflects the total compliment of all that will be accomplished as we continue throughout this fiscal year. Two of the desired outcomes of having the managers provide the information to the leadership team was first, to help with the acquisition planning. The thought being, by extending our view into the future we will be able to help smooth or flatten the workload that flows to the Acquisition Management Division. The second was to provide motivation for the leadership team to take a more thoughtful comprehensive look at the remainder of the year. In other words, can we do a better job of thinking through and identifying our planned work? It is interesting to note that as a result of this effort the number of planned acquisition actions doubled from what was noted prior to the meeting. These two desired outcomes were accomplished. An effort to extend the horizon of our view into the future on our planned activities needs to continue in order for us to work more efficiently and effectively. Each of us knows that as we look into the future there are many unknowns that can influence our ability to accomplish our work – unknown budget limitations being one of the significant ones. Our own processes might be another. So what can I do and what can each one of us do? We can do our best in our respective areas of responsibility, maintain a good attitude, be flexible, help your fellow Reclamation employees when they need it, solve problems, and continue to serve the people of the United States. Thanks for your great efforts you are amazing.

Best wishes to each one of you this holiday season.
Brent

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Free Fallin': Petty the Kitten Rescued from Shaft



One of the tiny gray dots in the lower left-hand corner of the picture (circled) is a female kitten who fell down the fore bay shaft (the intake shaft) for Phase 1 of the Ute Lake Water Project. The shaft is approximately 90 feet deep and 54 feet across.

That morning, when the ASI contractors, working for the Eastern New Mexico Water Utility Authority, arrived, the crew members accidentally scared a kitten out of a pile of construction material and equipment in the shed. An hour or so later, the workers heard meowing and realized that the startled kitten had fallen down the shaft. One of the crew members went down in the manlift to bring up the kitten. Although very frightened and muddy, the kitten was not



injured. That section of the shaft bottom was covered in a layer of muck or mud that buffered the impact. Still, she was a very lucky kitten.

One of her rescuers took her home and named her “Petty” after the Tom Petty song “Free Fallin’” Petty is enjoying her new home and has gained two pounds since the near-tragic incident.



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The Western Colorado Area Office Celebrates Jacque Berwick's Retirement and Presents "Years of Service" Awards

On November 21, 2013, the Western Colorado Area Office held an office barbeque and potluck to celebrate the retirement of Jacque Berwick and to present "Years of Service" awards to Dan Crabtree and Kent VanRoosendaal.

Everyone brought in lots of yummy food for the potluck





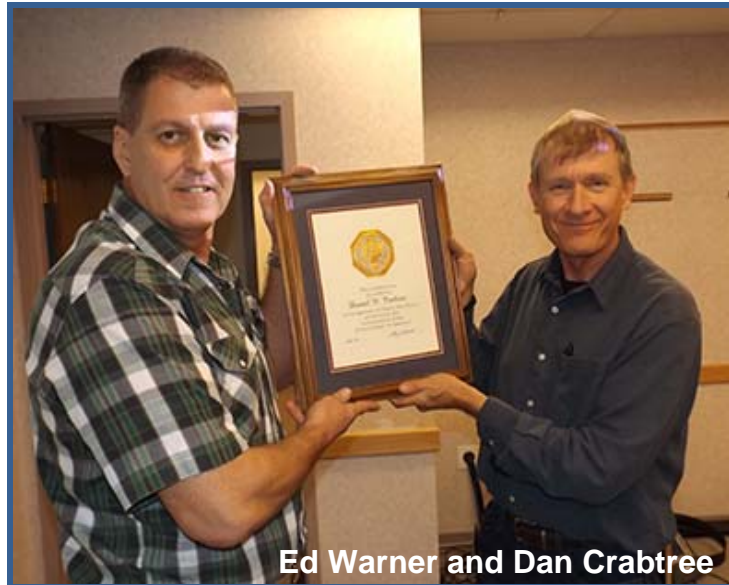
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During the potluck our office reminisced about Jacque Berwick's time in our office. Jacque, our budget analyst will be retiring on December 31, 2013, after 32 1/2 years of federal service. During retirement Jacque plans to "get involved in real estate and have a blast". Her fun personality and budget parties will be missed. Congrats Jacque!



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At the end of the potluck Area Manager Ed Warner presented two “Years of Service” Awards. The first award went to Dan Crabtree who has 35 years of federal service and the second award went to Kent VanRoosendaal who has 25 years of federal service.



Ed Warner and Dan Crabtree



Ed Warner and Kent VanRoosendaal

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Personal Project Management

make tasks manageable....

It takes half your life before you discover life is a do-it-yourself project.

-Napoleon Hill

What is a Project?

A *project* is temporary in that it has a defined beginning and end in time, and therefore defined scope and resources.

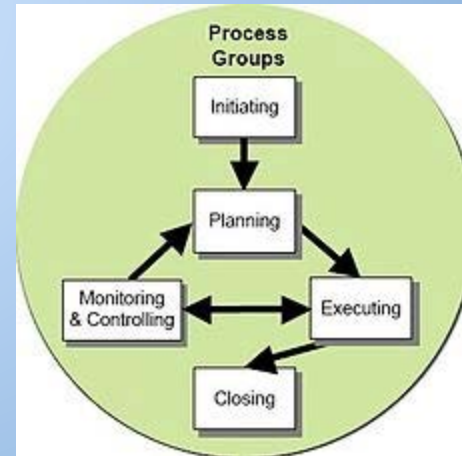
And *project management*, then, is the application of knowledge, skills and techniques to execute projects effectively and efficiently. It's a strategic competency for organizations, enabling them to tie project results to business goals — and thus, better compete in their markets.

Personal Project Management treats all of your tasks and responsibilities and better organizes and systematizes each activity into more manageable bite-sized chunks.

Project Management Steps

Traditionally, project management includes a number of elements: four to five process groups, and a control system. Regardless of the methodology or terminology used, the same basic project management processes will be used. Major process groups generally include:

- ❑ Initiation
- ❑ Planning or design
- ❑ Production or execution
- ❑ Monitoring and controlling
- ❑ Closing



Basics of Project Management



Initiation Process

The initiating processes determine the nature and scope of the project. If this stage is not performed well, it is unlikely that the project will be successful in meeting the business' needs. Make a quick assessment of the task at hand. Draw it out if it is complex and analyze how to most efficiently achieve your goal.



Planning and Design

After the initiation stage, the project is planned to an appropriate level of detail (see example of a flow-chart). The main purpose is to plan time, cost and resources adequately to estimate the work needed and to effectively manage risk during project execution. As with the Initiation process group, a failure to adequately plan greatly reduces the project's chances of successfully accomplishing its goals.

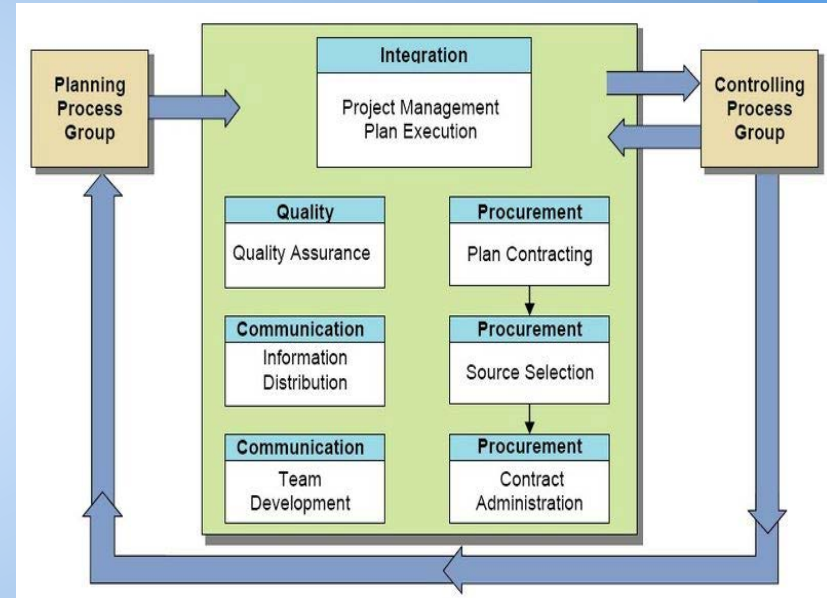
Project planning generally consists of. Many of your personal projects are small so breakdown the work involved. Here are a few ideas:

Planning and Design (continued)

- ❑ Determining how to plan (e.g. by level of detail or rolling wave);
- ❑ Developing the scope statement;
- ❑ Selecting the planning team;
- ❑ Identifying deliverables and creating the work breakdown structure;
- ❑ Identifying the activities needed to complete those deliverables and networking the activities in their logical sequence;
- ❑ Estimating the resource requirements for the activities;
- ❑ Estimating time and cost for activities;
- ❑ Developing the schedule;
- ❑ Developing the budget;
- ❑ Risk planning.

Executing

Executing consists of the processes used to complete the work defined in the project plan to accomplish the project's requirements. Execution process involves coordinating people and resources, as well as integrating and performing the activities of the project in accordance with the project management plan. The deliverables are produced as outputs from the processes performed as defined in the project management plan and other frameworks that might be applicable to the type of project at hand.

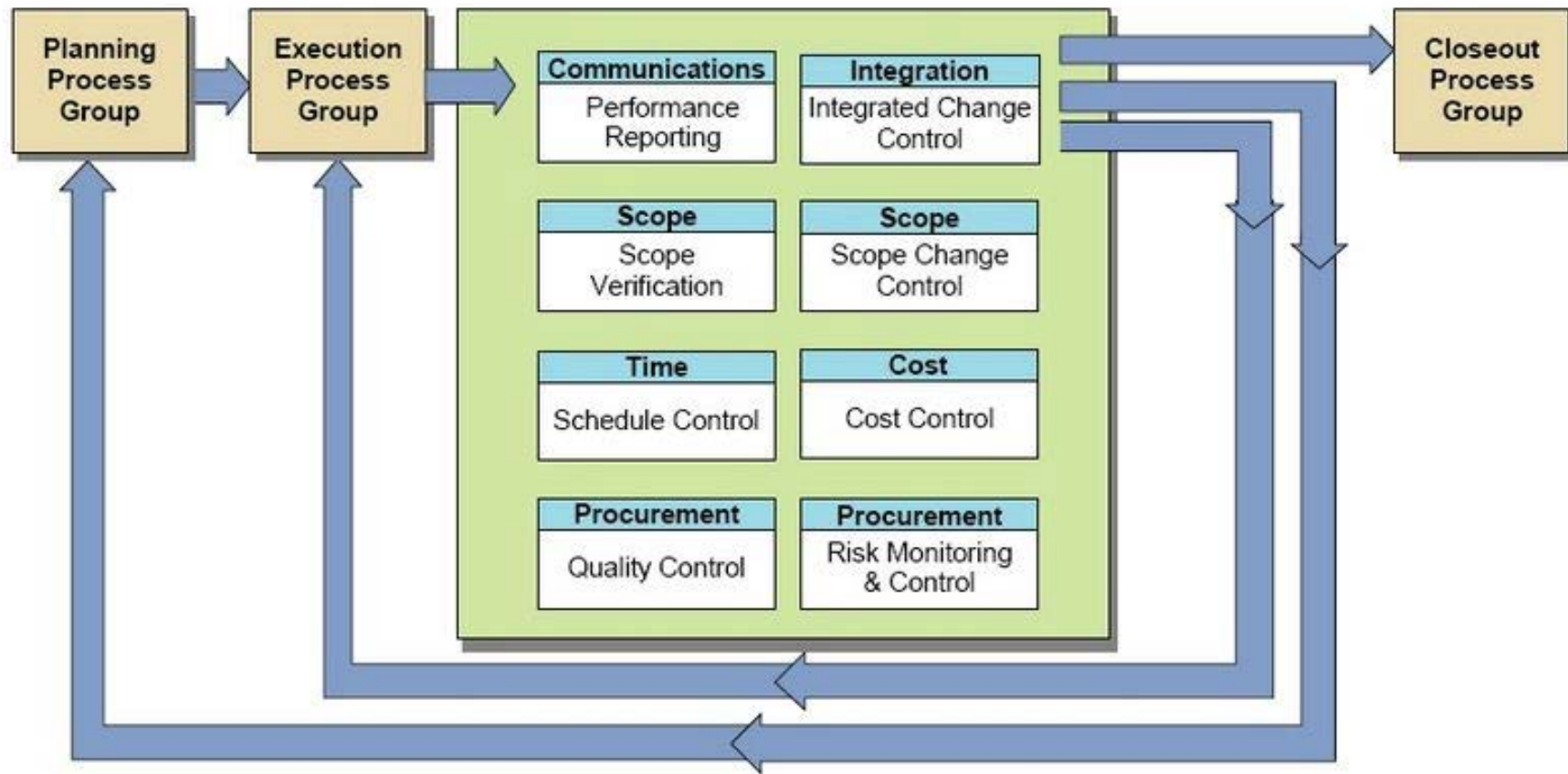


Monitoring and Controlling

Monitoring and controlling consists of those processes performed to observe project execution so that potential problems can be identified in a timely manner and corrective action can be taken, when necessary, to control the execution of the project. The key benefit is that project performance is observed and measured regularly to identify variances from the project management plan.

Monitoring and controlling includes:

- Measuring the ongoing project activities ('where we are');
- Monitoring the project variables (cost, effort, scope, etc.) against the project management plan and the project performance baseline (where we should be);
- Identify corrective actions to address issues and risks properly (How can we get on track again);
- Influencing the factors that could circumvent integrated change control so only approved changes are implemented.



Closing

Closing includes the formal acceptance of the project and the ending thereof. Administrative activities include the archiving of the files and documenting lessons learned. What did you learn from the task?

This phase consists of:

Contract closure: Complete and settle each contract (including the resolution of any open items) and close each contract applicable to the project or project phase.

Project close: Finalize all activities across all of the process groups to formally close the project or a project phase

**Where we are?
(measurement)**

**Where we
planned to be?
(evaluation)**

**How can we
get on track
again?
(correction)**



Best Personal Project Management Apps:

❏ [Evernote](#)

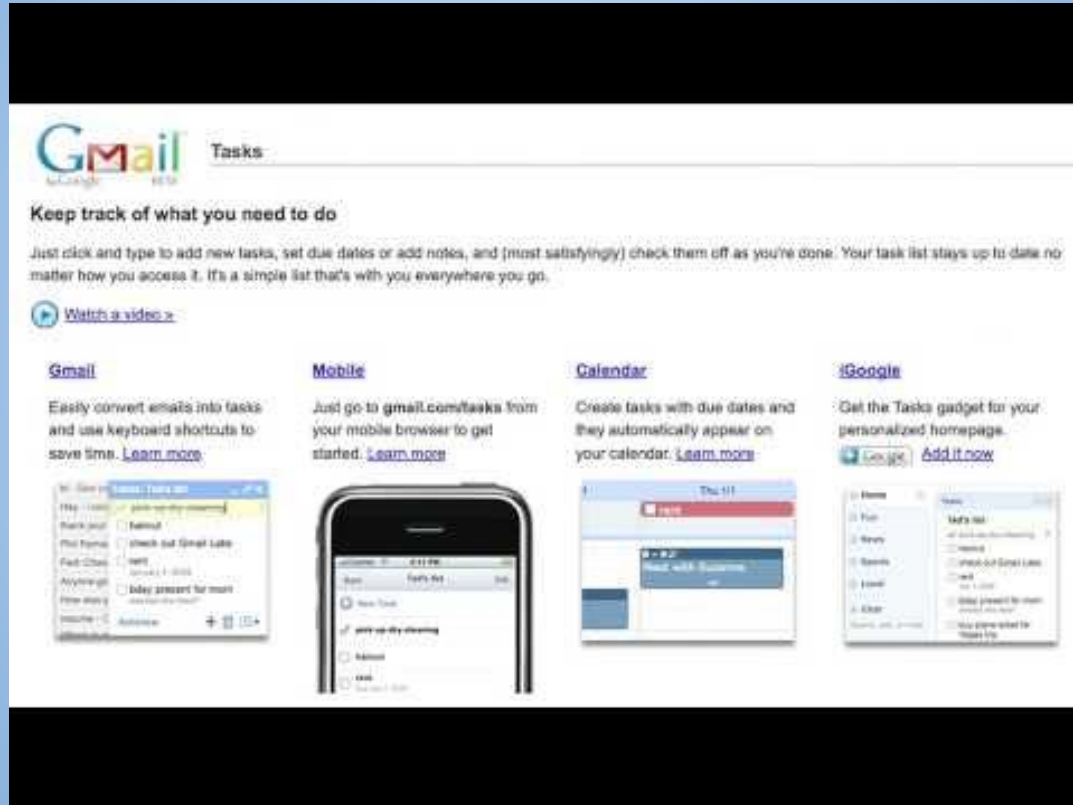
❏ [Asana](#)

❏ [Trello](#)

❏ [Microsoft One Note](#)

❏ [Azendoo](#)

Projects Management With Google Tasks



Gmail Tasks


Keep track of what you need to do

Just click and type to add new tasks, set due dates or add notes, and (most satisfyingly) check them off as you're done. Your task list stays up to date no matter how you access it. It's a simple list that's with you everywhere you go.

[Watch a video >](#)


Gmail

Easily convert emails into tasks and use keyboard shortcuts to save time. [Learn more](#)




Mobile

Just go to gmail.com/tasks from your mobile browser to get started. [Learn more](#)




Calendar

Create tasks with due dates and they automatically appear on your calendar. [Learn more](#)



iGoogle

Get the Tasks gadget for your personalized homepage. [Add it now](#)



It is our attitude at the beginning of a difficult task which, more than anything else, will affect its successful outcome.

-William James

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United States Department of the Interior

BUREAU OF RECLAMATION
P.O. Box 25007
Denver, CO 80225-0007

IN REPLY REFER TO:

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December 6, 2013

VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Roseann Gonzales /s/
Director, Policy and Administration

Subject: Reclamation Diversity Change Agents – Fostering Inclusion and Engagement in the Workplace

Inclusion and engagement in the workplace are essential business tools to support a productive and efficient organization. An inclusive workplace is one where the human rights principles of fairness, respect, equality, dignity and autonomy are promoted and are part of the organization's everyday practices and behavior.

In 2010, Department of the Interior Secretary Ken Salazar issued the Inclusive Workplace Strategy to communicate his goals and expectations for the Department workforce. Each bureau was given the opportunity to develop and implement the Inclusive Workplace Strategy.

One of the steps the Bureau of Reclamation has taken to help further these efforts was chartering a team of Diversity Change Agents (DCA). This Team is tasked with promoting an inclusive and engaging workplace by: (1) enhancing awareness of the importance of inclusion; (2) incorporating the Department's Inclusive Workplace Strategy into daily business practices and policies; (3) providing assistance to leadership; and (4) collaborating with the Reclamation Diversity Council (RDC), Civil Rights and Human Resources, to identify roles and responsibilities in communicating with the workforce about diversity and inclusion.

The Reclamation DCA Team's vision is to communicate the meaning of and the business case for diversity and inclusion, and to engage Reclamation managers in dialogue regarding how they can embrace and foster diversity in their daily management practices and policies, leading to a workplace in which everyone is fully engaged.

The specific goals of the DCAs are to:

- Promote inclusivity and engagement at all levels of Reclamation in our daily business practices to optimize efficient and effective mission accomplishment.

- Promote a workforce environment where all employees' best contributions are brought to bear in solving Reclamation's challenges.

As you may recall, during March 2012, many of you participated in a survey that helped the DCAs identify employees' basic knowledge and understanding of leveraging the diversity that each employee brings to the work force. Thank you all for your support and participation in that survey.

Based on these survey results and your comments and feedback, we recognized that there is some confusion between the roles of the DCAs and the RDC. The RDC continues to focus on Equal Employment Opportunity compliance and related activities. The DCAs will concentrate their efforts on fostering inclusiveness and engagement in the workplace to ensure that every employee is encouraged to provide their ideas, different points of view, and perspective; to participate; and include others while performing their daily work.

With this clear focus on fostering inclusion and engagement, the DCAs have revised the survey questions to better gauge your assessments of how Reclamation is doing in this area. We invite you to take a few minutes and respond to these survey questions. You can access the survey here: <https://www.surveymonkey.com/s/VN6JJKY>. The survey will remain open through December 20th. These survey results will provide valuable information and opportunities to further develop a Strategic Plan for the DCAs.

We would also like to share, for your consideration, the attached list of Principles of Inclusion and Engagement for you to consider as you perform your daily work in helping us engage everyone in Reclamation to effectively accomplish our mission. Your local DCA will be reaching out to managers, supervisors, etc. with options for implementing the Principles of Inclusion and Engagement. The following are Reclamation's DCAs: Denver/Washington, Gayle Kunkel-Shields and Karl Stock; Great Plains Region, Roxanne Peterson; Lower Colorado Region, Chau Nguyen; Mid-Pacific Region, Terri Edwards; Pacific Northwest Region, Nate Shimatsu; and Upper Colorado Region, Deb Lawler.

Harmonizing and leveraging the principles of inclusion and engagement across Reclamation will help us to realize our full potential. In the spirit of global community, inclusive practices will unite us, and enhance both the accomplishment of our mission and the quality of our work lives.

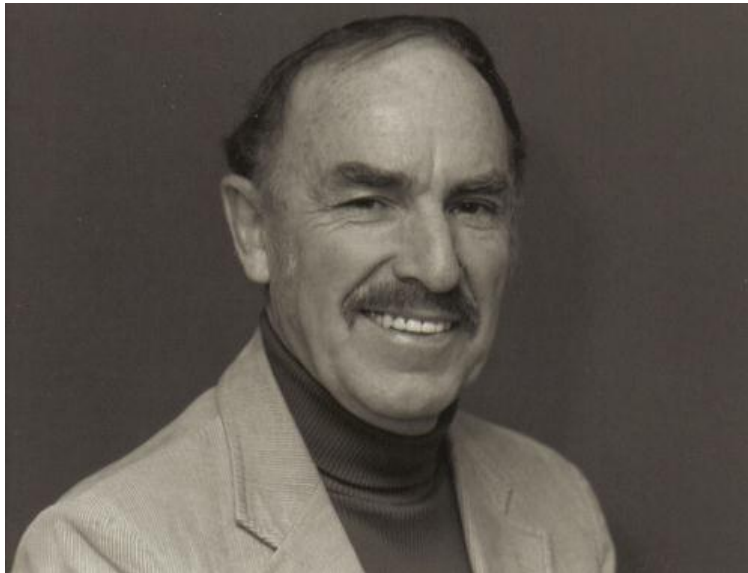
[Inclusivity Checklist Attachment](#)

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Oral History Spotlight

The UC Regional Library has a collection of 110 oral history interviews conducted by Historians, with various Reclamation employees throughout the years. The oral histories capture candid “in their own voice” memories of employees and their experiences working for Reclamation. The oral histories preserve information about Reclamation that would not normally appear in Reclamation’s official records. Contents of the oral histories range from the humorous to reflective of the situation at the time, and all are informative!



Oral History Interview
W. L. (Bud) Rusho
Bureau of Reclamation

Mr. Rusho started working for the Department of Interior in 1958 and came to Reclamation in 1988. What follows are excerpts from Mr. Rusho’s oral history book:

When did you first become aware of the Bureau of Reclamation?

Well, if you're born in Montrose, Colorado, you can hardly avoid Bureau of Reclamation, because the Uncompahgre Project is *the* whole sustaining factor in the Uncompahgre Valley, with the Gunnison Tunnel. So I was *always* aware of the Gunnison Tunnel. Didn't know who built it, of course. Just later as I got through elementary school, I



became aware of the Bureau of Reclamation, and it was considered a highly favorable, very beneficial organization. So when I had the chance to join it, I thought, "This is a wonderful outfit. They do the country a lot of good." So I always had a very favorable idea of it since childhood.

Motion Picture on Lake Powell

Well, yes, because I really couldn't do that much, couldn't do public affairs and photography. Of course, I *couldn't* make any movies hardly during that time, although in 1969 I made a motion picture on Lake Powell, the subject of Lake Powell. The pretext being that although the Park Service *had* Lake Powell as the Glen Canyon National Recreation Area, that the lake wouldn't have been there without the dam, and it was really a Reclamation reservoir. So we want people to credit the Bureau of Reclamation for building this wonderful lake, and the regional director *bought* my pretext, and the Washington office did, so I went out and made "Lake Powell: Jewel of the Colorado." That was a pretty good film.

Reclamation's Art Program and Norman Rockwell

One little ceremony that I didn't tell you about was—first of all, 1969 was a big year. I got involved with the art program of the Bureau of Reclamation. The art program was a really big deal in that year. It was run by a fellow named John DeWitt, out of the Washington office, whose wife was an artist. He had done some art work himself, but he was a very good friend of the head of the Museum of Modern Art in New York [City], and he was able to push through this our program to get famous artists to paint paintings of Reclamation projects and donate them to the Bureau of Reclamation as a tax write-off—which was allowed in those years. And, what they got for their effort was a nice trip out West, all sponsored by the Bureau of Reclamation—all expenses paid, and tours and-so-forth.

But anyway, we got through with the lake tour, and then we went back to the dam and DeWitt wanted him to paint the dam. And Rockwell looked at the dam, and he said "That's a mechanical drawing. To do something like that. Where's some human interest." So I said, "Well there's some Navajos living around here." So he said "Well get me a Navajo family." So I took Rockwell and Molly and we drove out of Page, and I got to a hogan, just an ordinary hogan, and I went in and I tried to talk to this Navajo. He says, "I don't speak English. Don't speak English." And I said, "Too bad, I've got an artist out in the car that would like to sketch you doing something." And I said, "It's Norman Rockwell." "Norman Rockwell, I'll be out." (Laughter). (Storey: Yeah, they always pull that.) So he ran out the door and got his wife and the daughter and a dog and we went to a stable where he had a horse, and then we posed the horse with the family and the dog and the little girl, I think was sitting on the horse or something. Then Molly took pictures, his wife, took slides of that. Then we went down to the dam, and I took pictures of Rockwell standing out on the canyon rim looking at the dam, and-and-so-forth. Then when we get the painting he has combined the two. He has put the family and the horse and the dog standing on the canyon rim looking at the dam. And that is the famous painting that we have.



Felt His Skills Were Marketable in Retirement

In 1987, for instance, while I was still working for the Bureau, we needed a photographer to do some filming in the Grand Canyon, and I was not available because I was working here on ceremonies and so forth, so they hired this retired Bureau photographer from California, Joe Dahilig, for \$25 an hour to go down the canyon, enjoying himself, taking movies. I thought, "I'm missing something here." (laughter) So that was *one* of the incentives, but I really had had enough of the day-to-day personnel meetings, the flow of paper over my desk that two-thirds of it was meaningless but I *had* to go through it, and that sort of thing that I really wanted my freedom, and I was very glad that I left. Of course, like I say, they immediately hired me to make a motion picture on the Anasazi Heritage Center, on contract.

To read the full interview of [W.L. Rusho](#) click here, or if you prefer a hard copy contact [Chantel Bouchard](#), Regional Office Library Coordinator.

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Bureau of Reclamation

PRINCIPLES OF INCLUSION & ENGAGEMENT

Keep these principles in mind when selecting an interview panel; in brainstorming sessions, lessons learned discussions, developmental assignments, or when forming a team, etc.

Individuals
Be open to and supportive of different styles of decision making, e.g., collaborative, compromise, etc., or different deliberative styles, e.g., introverted, extroverted, etc.
Consider the various impacts generational, cultural, gender, background, etc., including your own, have on interaction, input and decision making.
Acknowledge that others may have legitimate questions, misgivings, fears, doubts or another perspective.
Listen carefully while accepting the validity and value of other's perspectives.
Be an active listener who keeps an open mind and listens without prejudice.
Utilize reflective listening by seeking to understand a speaker's idea, then offer the idea back to the speaker to confirm the idea has been understood correctly.
Invite questions, reactions and feedback from others.
Respond to feedback in ways that show people's concerns have been heard and taken seriously.
Seek a range of perspectives.
Pay attention to body language during a discussion and call on individuals to ensure their comments are included.
Allow time for individuals to explain their entire position before jumping to your own conclusion or cutting them off.
Resist the temptation to point out or assign blame for activities gone wrong; use mistakes as opportunities for learning.
Embrace differences as assets, not hindrances.
Explain your rationale and the motives behind your decisions.
Use proper voice inflection to avoid sounding angry, tired, or bored.
Teams
All team members should understand the role of the team, their role, the roles of others, and how the team fits within the organization.
Invite members to use their unique talents, experience, etc.
Introduce all team members and identify what unique abilities, skills, insights, etc., they bring to the group.
Team members should connect their priorities with the larger goal.
Encourage the team and demonstrate commitment to focus on the small things, such as being kind, communicating respectfully, smiling, saying thank you, please, hello and goodbye.
Every member of the team is afforded the same level of respect regardless of their level, title, or position within the organization.
Understand and support the way individual team members learn, communicate, think, and engage.
Ensure panels for screening potential candidates are assembled from individuals having varied backgrounds, experiences and positions within the organizations.
Logistics
Meeting times are accessible for all involved.
Meeting rooms are conducive to sharing thoughts and ideas.
Prior to a meeting, establish a contact person for participants to contact if they have a need for special accommodations (i.e. hearing or visually impaired).



UC Retirees for 2013 and early January 2014

2013 Retirees

BEVERLY A. JUNGER	SOCORRO, NEW MEXICO
PHILIP B. MARTIN	MONTROSE, COLORADO
JOHN F. TAYLOR	PAGE, ARIZONA
RAYMOND T. COLE SR.	ALAMOSA, COLORADO
SHARON N. SMITH	ALAMOSA, COLORADO
BRADFORD PHILLIP OSBURN	PAGE, ARIZONA
MICHAEL G. DOMINGOS	DURANGO, COLORADO
PHILLIP V. GREENLAND	PROVO, UTAH
JAMES A. HURST	ALAMOSA, COLORADO
KENT ALAN DOW	GRAND JUNCTION, COLORADO
RICHARD G. BEEMAN	SALT LAKE CITY, UTAH
BARRY D. WIRTH	SALT LAKE CITY, UTAH
STEPHEN K MCCALL	GRAND JUNCTION, COLORADO
TERRY ROBERT AYER	GRAND JUNCTION, COLORADO
GALAN K. HANSON	ELEPHANT BUTTE, NEW MEXICO



GENE T. LINCOLN	MONTROSE, COLORADO
PAUL J. SAMPSON	MONTROSE, COLORADO
JOSE M. VELASQUEZ	NAVAJO DAM, NEW MEXICO
MICHAELA H. NELSON	SALT LAKE CITY, UTAH
LAURIE A. JONES	MONTROSE, COLORADO
RICHARD C. URBOM	SALT LAKE CITY, UTAH

Early 2014 Retirees

GLORIA FULLMER
DANIEL CRABTREE
JACQUELINE BERWICK
DAVID TRUEMAN
DENNIS KUBLY
HEIDI SMITH
CURTIS PLEDGER
PHIL ALCON

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Influenza and the Common Cold

Influenza (flu) and cold are commonly confused with each other even though they are two separate health conditions. Generally, the flu is more severe and poses a greater health concern than the common cold for the 17 to 50 million people that get infected nationwide each year. While there are only few strains of flu viruses, there are more than 200 different viruses that can produce the common cold

Similar to the common cold, the flu can cause respiratory symptoms, such as runny nose, coughing, and sore throat. In addition, the flu virus typically causes severe symptoms, such as sudden onset of fever, chills, headache, muscle aches, and can lead to pneumonia if not treated. Unlike the cold symptoms, the fatigue and cough caused by the flu can last more than two weeks.

The table below shows some of the main difference in symptoms between the common cold and the flu.

Symptoms	Cold	Flu
Fever	rare in adults and older children, but can be as high as 102° F in infants and small children	usually 102° F, but can go up to 104° F and may lasts 3 to 4 days
Headache	Rare	sudden onset and can be severe
Muscle aches	Mild	common, and often severe
Tiredness and weakness	Mild	can last two or more weeks
Extreme exhaustion	Never	sudden onset and can be severe
Runny nose	Often	sometimes
Sneezing	often	sometimes
Sore throat	often	sometimes
Cough	mild hacking cough	usual, and can become severe



Prevention of the Flu and the Common Colds

Although, many people may not get flu vaccinations, the following simple precautions can be taken in order to prevent the infection or minimize the symptoms of the flu and cold:

- Wash your hands frequently, especially if you are out in public places.
- Use hot water and soap. It may be a good idea to carry alcohol towelettes with you as well.
- Do not get too close to others who are sick.
- Do not touch your nose, eyes, or face prior to washing your hands.
- Keep up on fluids; Staying hydrated keeps nasal passages moist, making them better defenders against viruses.
- Get enough rest; lack of sleep and too much stress can make the body weak.
- If you get the flu, rest as much as possible while your symptoms are resolving.

Learn more about the flu by visiting the CDC site at: <http://www.cdc.gov/flu>

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Retirement Planning - Getting Something For (Next to) Nothing

By [Tammy Flanagan](#) National Institute of Transition Planning

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I've asked the question before, and I'll ask it again: Have you considered switching to a high deductible health plan? This week, I want to update a [column](#) I wrote in 2010 and re-introduce you to HDHPs, which are available under the Federal Employees Health Benefits Program and can reduce your premiums to almost nothing and provide some incredible tax benefits.

HDHP plans are cousins to consumer-driven plans, but the big difference is the ability for most enrollees to contribute tax-free dollars to a health savings account. The funds in an HSA are owned by you and may be rolled over from year to year. HDHPs have been available through FEHBP since 2005, but very few people have chosen to use them.

Nationwide, about 15.5 million people are enrolled in HDHPs. They've grown at an annual rate of about 15 percent over the last several years, according to a [study](#) by America's Health Insurance Plans, an organization of American health insurance carriers. The gender split among those who use the plans is about even between men and women. Usage also is about equally divided between those over 40 and those under 40.

Are federal employees and retirees missing out on something? As you've no doubt learned from experience, anything that sounds too good to be true must have a catch. So I'll explain the pitfalls of HDHPs later on. But let's start with the basics.

Accounts and Reimbursements

First off, it's important to know how HDHPs relate to health savings accounts and health reimbursement arrangements. When you enroll in a high deductible health plan, the plan determines whether you are eligible for an HSA or an HRA, based on the information you provide.

An HSA is a tax-sheltered trust account you own for the purpose of paying medical expenses for yourself, your spouse and your dependents. You can't make contributions to an HSA if you have other health insurance besides your HDHP. If you're covered by Medicare, the military's TRICARE system, or a spouse's non-HDHP plan, then you only can have an HRA. It's an employer-funded, tax-sheltered account to reimburse allowable medical expenses.

When you are no longer eligible for an HSA, it will be converted to an HRA. If you are age 65 and still employed (and covered by FEHBP through current employment or if you are the spouse of an employee who has you covered under their current employment health plan), you may delay enrollment in Medicare so you can continue to contribute to an HSA. You will have a special enrollment period that lasts eight months following retirement to enroll in Medicare with no late enrollment penalty for Medicare Part B.

In addition to typical out-of-pocket medical expenses, such as deductibles and coinsurance, your HSA account can also be used for some additional expenses. Some long-term care insurance premiums, for example, can be paid with money saved in an HSA. (The amount considered a qualified medical expense depends on your age.)

When you enroll in Medicare you can use the account to purchase any health insurance other than a Medigap policy. But you can't continue to make contributions to your HSA once you are enrolled in Medicare. In cases in which premiums for Medicare are deducted from Social Security benefit payments, an HSA distribution to reimburse the Medicare beneficiary equal to the Medicare premium deduction is a qualified medical expense.

Tax Advantages

If you are eligible for an HSA with your HDHP, you can contribute tax-free dollars to the account up to a certain limit after subtracting the amount the health plan has contributed for you. For 2014, the maximum annual contribution you can make is \$3,300 for self-only and \$6,550 for family coverage. These amounts are a little higher than the 2013 limits.

Most federal payroll offices allow a [payroll allotment](#) to fund your HSA. Retirees who are not enrolled in any other health plan are also permitted to contribute to an HSA. The law allows a one-time transfer of individual retirement account assets to fund an HSA. Transfers



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are not taxable as IRA distributions, though. Amounts transferred into an HSA from an IRA are not deductible. If you are 55 or older and not enrolled in Medicare, you can make catch-up contributions of up to an additional \$1,000 per year.

Federal employees also can set up a limited expense health care flexible spending account (known as a [LEX HCFSA](#)) to cover out-of-pocket dental and vision expenses. They can contribute an additional \$2,500 per individual enrollment to such an account.

The Catch

Now for the pitfalls I mentioned earlier:

- HDHPs have a minimum deductible of \$1,250 for self-only coverage and \$2,500 for self and family in 2014. See your individual plan for 2014 amount.
- If you haven't funded your HSA, or if the money in your HRA is not enough to cover medical expenses incurred, then you have to pay for them out of your own pocket.
- Catastrophic out-of-pocket limits are higher for these types of plans than they are for traditional health insurance. The catastrophic limits may not exceed \$6,450 for self only coverage or \$12,700 for self and family. Even though these are higher than typical FEHBP catastrophic limits, they are more comprehensive in terms of the kinds of expenses that count toward the limit. Check your plan for specific limits and the expenses that are included.
- As with any insurance, to get the best value out of the plan, you must use health care providers that are members of the plan network. Some plans will provide coverage if you go out of network, but you will pay a higher portion of the charges.
- In a year when you need a lot of medical care, your total out-of-pocket expense might be comparable with what it would be under other FEHBP plans. But in years of good health, you will save money and be able to set aside a cash reserve of tax-free dollars for future health care expenses.

Is This for You?

Should you consider this type of plan? Here are some factors to bear in mind:

- If you take advantage of funding an HSA (and you meet the eligibility test), then you will benefit from the tax shelter.
- The money in your HSA does not have to be used each year. It can accumulate until later years when it might be needed.
- These plans offer the convenience of using a debit card that withdraws money from your HSA without the need to request reimbursement.
- Preventive care and routine screenings in these plans have no deductible, co-payment or co-insurance.
- Out-of-pocket expenses can be covered by the tax-free money you've saved in your HSA.
- Many of these plans include preventive dental and vision benefits.
- For care received in-network, after meeting the deductible, some plans will reimburse as much as 95 percent of covered services.
- HSA accounts include interest that accumulates tax-free. Once your balance reaches a minimum limit, you may diversify your investment.
- Once you reach age 65 your funds can be withdrawn at any time and are only subject to ordinary income tax. However, you may avoid any tax by continuing to use the funds for qualified medical expenses. For those over age 65 premiums for Medicare Part A or B, Medicare HMO and employee premiums for employer sponsored health insurance can be paid from an HSA.

Don't forget that open season is an annual event. If you try something new for 2014 and are not satisfied with the coverage, there is always next open season to go back to your prior plan. The money in your HSA account can be used even if you are no longer covered by the HDHP plan. You will not be able to make additional contributions, but the money still belongs to you. If your spouse becomes the owner of the account in the event you predecease her/him, your spouse can use it as if it were their own HSA. If you are not married, the account will no longer be treated as an HSA upon your death. The account will pass to your beneficiary or become part of your estate (and be subject to any applicable taxes).

<http://www.govexec.com/pay-benefits/retirement-planning/2013/08/mystery-vanishing-service-credit/67946/>

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Sharing Our Diversity by Sharing Your Recipes

From the kitchen of **Stacey Smith – Hickory-Smoked Baby Back Ribs**



What You Need

- 1 tablespoon kosher salt
- 1 tablespoon celery salt
- 1 tablespoon black pepper
- 1 tablespoon onion powder
- 1 tablespoon dried oregano
- 1 tablespoon New Mexico chile powder
- 1 tablespoon cumin
- 2 tablespoons garlic powder
- 2 tablespoons sweet paprika
- 1/4 cup brown sugar
- 1 rack (2 to 2 1/2 pounds) baby back ribs
- Small hardwood hickory chips
- 1/4 cup distilled vinegar
- 1/4 cup water
- 1/4 cup Dijon mustard



1. In a medium bowl, whisk together the kosher salt, celery salt, black pepper, onion powder, dried oregano, New Mexico chile powder, cumin, garlic powder, sweet paprika and brown sugar. This makes about 1 cup dry rub, more than you'll need for the ribs. Place the rub in an airtight container and store in a cool place away from direct sunlight; it will keep for about 2 months before the flavor starts to fade.

2. Peel the silverskin from the rib rack (the membrane on the underside of the rack). Rinse the rack under cold water, and pat dry with paper towels.

3. Drizzle a small handful of rub evenly over each side of the rack to give it a good coating; the surface of the ribs should be tacky, and the rub should adhere easily. Pat on the rub to make sure the ribs are entirely covered, and gently shake to remove any excess. Place the ribs on a rack on top of a rimmed baking sheet and refrigerate overnight.

4. The next day, prepare the smoker: Spread about 3 tablespoons wood chips in the center of the base of the smoker, directly over the burner. Place the drip pan (if using) over the chips, and a rack on top of the drip pan. Place the ribs in the center of the rack and cover with the lid leaving the smoker open, only a couple of inches. (Halve the rack if the whole rack won't fit, and smoke half at a time.)

5. Heat the smoker over medium heat just until you see smoke escaping through the opening. Close the smoker entirely and gently smoke for 1 hour. Depending on your stove, you may want to reduce the heat to medium-low so the ribs do not cook too quickly, or they will be tough.

6. Shortly before the ribs are done smoking, heat the oven to 250 degrees. In a measuring cup, combine the vinegar, water and Dijon mustard, along with 2 tablespoons of the rub and whisk together to form a mop.

7. Place the smoked ribs in a baking dish and drizzle with the mop (pour over half the mop if smoking in two batches). Cover the ribs tightly with aluminum foil and bake until the meat is tender (you will know they're done when you bend the rack and the meat easily pulls away from the bone), about 1 hour more. For a crackly surface, uncover the baking dish and place the ribs under the broiler just until the surface crisps.

8. If smoking the rack in two batches: While the first half-rack bakes in the oven, smoke the second rack in the same manner as the first, using new wood chips (the first batch of wood chips should be reduced mostly to ash and can be washed down the sink; if they're too big, cool them completely before throwing away). Bake the second rack after smoking.

9. Serve the ribs warm. Add Sauce if you desire.

Each serving: 468 calories; 28 grams protein; 11 grams carbohydrates; 1 gram fiber; 34 grams fat; 13 grams saturated fat; 134 mg. cholesterol; 5 grams sugar; 1,015 mg. sodium.

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Reclamation Trivia

Here's this week's set of questions:

1. The UC Regional Office specialists described how environmentally friendly engineering structures are designed and identified _____.
2. While there are only few strains of flu viruses, there are more than _____ different viruses that can produce the _____.
3. _____, created by Huntington North Dam and by the East and West Dikes, has a total capacity of 5,420 acre-feet and a surface area of _____.

Last week, We asked,

1. Mr. Roland Robison came to the Bureau of Reclamation by a rather circuitous route. He joined Reclamation in 1989 as Regional Director for the Upper Colorado Region.
2. Since 1997, BRSC has been Reclamation's operation and maintenance contractor at the Paradox Valley Salinity Control Unit located near Paradox, Colo. Who is BRSC? Burns and Roe Services Corporation
3. The Albuquerque Area Office's Water Conservation Field Services Program participated in the 2013 Rio Rancho Children's Water Festival at the Santa Ana Star Arena on October 28th and 29th.

Last winner was – Shawndra Benoit – Albuquerque Area Office

Please use this [link to send your answers](#). To be fair we will draw names from the winners and one person will receive a prize. We will reach into the prize bin for something suitable for the winner...as long as supplies last.

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In Transition

Former UC Region Employee Florence Ruth (Clark) Stepp dies



Florence Ruth (Clark) Stepp passed away Saturday, November 2, 2013. She was born on July 14, 1933, to parents, Lynn and Mildred Clark. Florence is survived by three children. A memorial service will be held at 1:00 PM on Thursday, November 7, 2013, at the Payson Stake Center, located at 650 West 800 South, Payson, Utah.

#####

You Tube: JFK Orders the Start of 1st Generator at Flaming Gorge Dam 9/27/1963

As we remember JFK today, we also reminded of the number of milestone events he participated in with the Bureau of Reclamation during his term in office. This 2:33 video includes his very amusing ad-lib remarks at the event on September 27, 1963, in Salt Lake City which started the first generator at Flaming Gorge Dam.

[Click to watch JFK Orders the Start of 1st Generator video](#)

#####



Former GP Region Employee Claris D. Wilkinson dies

Claris D. Wilkinson, 80, of Grand Island, died Friday, November 22, 2013 at the Nebraska Veterans Home in Grand Island.

Memorial Services will be 2:00 P.M. Wednesday at Apfel Funeral Home in Grand Island. The Rev. Bob Rhodes will be officiating. Memorials are suggested to the family in lieu of flowers.

Mr. Wilkinson was born on September 13, 1933 at Ansley, Nebraska, the son of Jesse and Mary (Grobe) Wilkinson. He graduated from Ansley High School in 1951.

He entered the United States Army March 20, 1953 serving during the Korean War. He was honorably discharged March 14, 1956 with the rank of Corporal.

He was united in marriage to Darlene Linden on August 2, 1956 at Loup City, Nebraska. He had been a resident of Kearney and Litchfield, Nebraska and Casper, Wyoming prior to moving to Grand Island in 1960. He was employed by the Bureau of Reclamation as a Civil Engineering Technician for 36 years. He retired in 1989.

He enjoyed watching TV, playing cards, and listening to music. He loved his dogs.

Survivors include sons, Randall Wilkinson of Grand Island, Dennis Wilkinson, of Elba, Nebraska, David Wilkinson of Grand Island, Nebraska; daughter, Melissa Wilkinson of Silver Creek, Nebraska; 12 grandchildren; and 12 great-grandchildren.

He was preceded in death by his parents; sister, Margaret Smith; and daughter, Debra (Wilkinson) Lautenschlager.

#####

Former GP Region Employee Joseph 'Joe' Hipps dies

WAYNESVILLE – Joseph (Joe) Glenn Hipps, age 81, passed away Monday, Nov. 25, 2013 at his home in Raleigh. A native of Haywood County, he was the son of the late Robert Glenn Hipps and Leila Wright Hipps of Lake Junaluska. He was also preceded in death by a son, Brian C. Hipps. Joe was a 1951 graduate of Waynesville Township High School and also a graduate of Western Carolina University. He taught and coached for ten years in High Point and Durham and during the summers, served as Theater Manager for “Unto These Hills” in Cherokee.

He then began his Federal government career of more than 26 years with the Department of the Interior, serving with the National Park Service at the Oconaluftee Job Corps Conservation Center in Cherokee and Harpers Ferry, West Virginia; youth programs in Washington, DC; and the Bureau of Reclamation, Director of Youth Programs in Washington, DC and Denver,



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Colorado. Joe retired in 1990 and resided in Lake Junaluska until May 2012 when he moved to Raleigh.

He is survived by his wife of 27 years, Carolyn Glover Hipps; one daughter, Debra A. Hipps of Waynesville; two sons, J. Barry Hipps and wife, Judy of Bryson City; and Timothy G. Hipps of San Antonio, Texas; a stepdaughter, Kim G. Manning of Raleigh; five grandchildren, Robert Woodard of Cary, Anna E. Hipps and J. Travis Hipps of Chapel Hill, Betsey Flack of Dalton, Georgia, and Danielle Hipps of Savannah, Georgia; and one great-grandchild, MacKenzie Woodard of Cary.

The family will receive relatives and friends at the residence in Raleigh, on Sunday, Dec. 1 from 3-6pm. A memorial service will be held at Long's Chapel United Methodist Church, Lake Junaluska, at a later date.

Memorials may be made to Hospice of Wake County, 250 Hospice Circle, Raleigh, NC 27607 and Long's Chapel United Methodist Church, P. O. Box 459, Lake Junaluska, NC 28745.

An on-line memorial register is available at "Obituaries" at www.wellsfuneralhome.com.

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What Is the Media Saying About Reclamation This Week?

[CB-T pumping resumes after flood disaster](#)

[Beetle Aftermath Part 1: A new reality](#)

[The Hills Are Alive With Ecosystem Research: The Western Mountain Initiative](#)

[COLLEGIATE CORNER: State boundaries based on watersheds](#)

[Best: What if there's a bad snow year?](#)

[Pine beetle aftermath: A new reality](#)

[Elephant Butte: remember the good old days](#)

[Colorado water plan needs your input](#)

[Body identified as missing Delano mom Erika Padron Lango](#)

[CB-T pumping resumes after flood disaster](#)

[Fixing one word in Utah canal pact requires an act of Congress](#)

[U.S. House acts to change one word in Provo River Canal code](#)

[New study shows how helping desert soil could save our snow](#)

[City can continue diverting water from Rio Grande, court rules](#)

[Western Slope to Front Range: Time to look elsewhere for water](#)

[WATER LINES: Denver-West Slope water agreement finally final](#)

[Silvery minnow's future uncertain as dam talks collapse](#)

[Water group: Look elsewhere for water](#)

[Record Upper Colorado River Basin water use in 2011](#)

[Levees on Rio Grande to be modernized](#)

[Official: Grant should help Arch Hurley water go farther](#)

[Lake Powell Pipeline gets financing reality check](#)

[Group considers financial scenarios for Lake Powell Pipeline](#)

[Dam units under repair](#)

[Image of the Day: Colorado Plateau Under Snow](#)

[BUREAU OF RECLAMATION ISSUES NOTICE ABOUT COLORADO RIVER BASIN SALINITY CONTROL ACT ESTABLISHMENT](#)

[Industry News - Official: Grant should help Arch Hurley water go farther](#)

[U.S. Fish & Wildlife Service announces no fish hatchery closures this year, issues report highlighting ongoing budget challenges](#)

[WATER LINES: How should we share the Colo. River? State's water plan needs your input](#)

[Landfill looks to buy new compactor](#)

[Reclamation Video News Clips - December 2 \(videos\)](#)

[Reclamation Video News Clips – November 21st \(videos\)](#)

[DeGette-Authorized Hydropower Act Delivering Results for Colorado](#)

[Agreement to provide water for northeast Colorado nears completion](#)

[Protecting Grand Canyon's Endangered Humpback Chub \(video\)](#)

[Glen Canyon Dam High Flow Releases \(video\)](#)

[WaterSMART Basin Study Applicants Sought for 2014](#)

[Gov. wants more water projects](#)

[We all have an investment in the Colorado Water Plan](#)

[Drought, Glen Canyon Dam, climate change and GodDrought, Glen Canyon Dam, climate change and God](#)

[Colo. streams cut new paths after massive floods](#)

[Water board to discuss bosque work, long range water planning](#)

[Lake Powell Pipeline payment plan to be discussed](#)

[Drought and population growth punch Colorado in face, state fights back with water planning](#)



[Gov. Martinez proposes \\$112 million capital investment to NM water infrastructure](#)

[Governor wants more water projects](#)

[Letter: We depend on a healthy Colorado River](#)

[WATER LINES: Will efforts to manage our water issues today prepare us for the future?](#)

[What 11 Billion People Mean for Water Scarcity](#)

[Bureau of Reclamation: Footage from our Glen Canyon Dam 2013 High Flow Experimental #ColoradoRiver](#)

[NM water: The case for half full](#)

[Meetings in Aztec to address trails and open space along Animas River](#)

[Simon Rifkind's great mistake and the shortfall on the Colorado River | Inkstain \(John Fleck\)](#)

[Op-Ed: Climate change forces us to rethink Glen Canyon Dam and its releases](#)

[Federal hatchery report threatens fishing in Utah](#)

[Annual New Mexico Water Conference To Present Proposals For Dealing With Water Scarcity](#)

[Annual NMSU Water Conference Starts Thursday
NM's water picture is grim](#)

[Max Spiker Selected as Reclamation's Power Resources Manager](#)

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